Status of Women Canada

2013–14
Report on Plans and Priorities

The Honourable Diane Finley
Minister of Human Resources and Skills Development

The Honourable Rona Ambrose
Minister of Public Works and Government Services
and Minister for Status of Women

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Minister's Message

As Canada's Minister for Status of Women, I am proud to be part of a government deeply committed to improving the lives of women and girls across Canada. Through the work of Status of Women Canada, we remain focused on promoting equality for women and girls and ensuring their full participation in the life of our country.

In 2013–14, Status of Women Canada will continue to focus on three priority areas: improving women's and girls' economic security and prosperity; ending violence against women and girls; and supporting the advancement and increased representation of women and girls in leadership and decision-making roles.

The Women's Program of Status of Women Canada is building on the demonstrated success of its support for projects that meet our priorities for women and girls. As it continues its highly successful use of targeted calls for proposals, SWC is able to respond to emerging and long-standing issues, ensure community organizations can focus on issues impacting women and address their specific needs. The targeted calls also help connect communities and create opportunities for collaboration to effectively advance gender equality across Canada.

The Government of Canada remains committed to protecting women and girls from all forms of violence. We are proud of our outstanding record and will continue to target various forms of violence against women and girls in Canada, such as violence committed in the name of "honour."

As announced in Budget 2012, Canada will soon benefit from the advice of leaders from the public and private sectors on how to effectively promote women's increased representation on corporate boards across Canada.

Also, building on the momentum of October 11, 2012, the inaugural *International Day of the Girl* (IDG), our government will work to help girls continue to realize their full potential as the bright promise of their families and our country. The *International Day of the Girl* will continue to provide a unique opportunity for SWC to address the challenges faced by girls and to ensure that they have every chance for success.

I am therefore proud to present the *Report on Plans and Priorities* for 2013–14 for Status of Women Canada.

Rona Ambrose, P.C., M.P.
Minister of Public Works and Government Services and
Minister for Status of Women

Section I: Organizational Overview

Raison d'être

The Office of the Co-ordinator, Status of Women, known as Status of Women Canada (SWC), is a federal government agency that promotes equality between women and men in all aspects of Canadian life. The mandate of SWC is "to coordinate policy with respect to the status of women and administer related programs" (1976).

SWC is responsible for exercising leadership and working in partnership to promote and advance equality by: supporting community-based action and innovation that will lead to equality by helping to create conditions for success for women and girls in Canada; providing expert advice on gender equality and Gender-based Analysis in the development of effective programs, policies and legislation for all Canadians; promoting commemorative dates relating to women and girls in Canada; and supporting Canada's efforts to meet international obligations.

SWC works to promote and advance equality for women and girls, focusing its efforts in three areas: improving women's and girls' economic security and prosperity; ending violence against women and girls; and supporting the advancement and increased representation of women and girls in leadership and decision-making roles. While SWC focuses on these three areas, the agency is able to address specific issues such as engaging men and boys in ending violence, increasing women's participation in non-traditional industries or assisting women in rural and remote communities.

Responsibilities

SWC is the primary federal agency responsible for supporting the government's agenda to advance equality for women and girls. In fulfilling its mandate, the agency works with a wide range of organizations, building synergies with key stakeholders, collaborating with different levels of government and engaging the private and voluntary sectors.

SWC functions in a complex environment where women's and girls' issues permeate society. To bring about concrete results and enduring benefits for Canadians, the agency carries out its mandate strategically, working in partnerships, focusing its efforts where there is a clear potential for making a difference in the lives of women and girls in Canada, and ensuring its policy intervention and program investments are aligned with Government of Canada priorities.

In its policy function, SWC plays the role of a knowledge broker and facilitator, offering advice and strategic support, conducting policy analysis, providing input and making strategic interventions at both domestic and international levels.

SWC also leads in building capacity for the use of Gender-based Analysis Plus (GBA+), a method for examining the intersection of sex and gender with other identity factors. When applied to government work, GBA+ can enhance our understanding of how women and men in Canada experience public policy and can help to build more responsive initiatives. SWC works in collaboration with key stakeholders to facilitate the consideration of gender and diversity dimensions in the development of policies and programs across government.

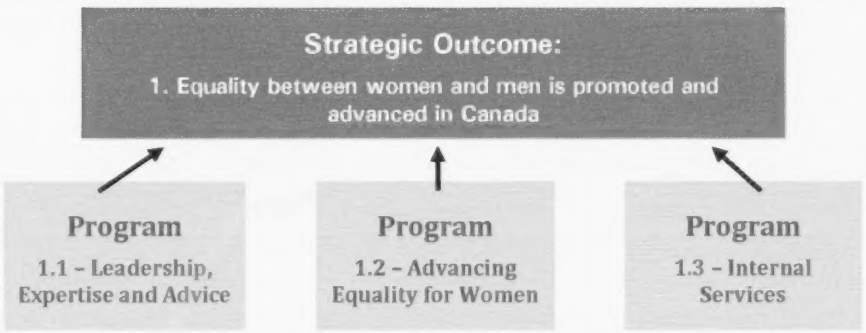
Through the Women's Program, SWC provides financial and professional assistance to organizations to carry out projects that advance equality and the full participation of women and girls. SWC supports community-based action and innovation by investing resources where there is a clear potential for making a difference in the lives of women and girls in Canada.

To raise awareness of the key milestones in the history of women, SWC promotes commemorative dates such as: International Women's Day (March 8), Women's History Month (October), the International Day of the Girl (October 11), Persons Day (October 18) and the National Day of Remembrance and Action on Violence Against Women (December 6).

SWC's regional offices are located in Montréal (serving Quebec), Moncton (serving New Brunswick, Prince Edward Island, Nova Scotia and Newfoundland and Labrador), and Edmonton (serving Alberta, Manitoba, Saskatchewan, British Columbia, Northwest Territories and Yukon). The National office, also serving Nunavut, and the Ontario regional office are located within the headquarters in the National Capital Region (http://www.swc-cfc.gc.ca).

In 2013–14, SWC estimates its budgetary expenditures to be $29.6 million. Of this amount, approximately $28.4 million requires approval by Parliament. The remaining $1.2 million represents statutory forecasts and does not require additional approval.

Strategic Outcome and Program Alignment Architecture


Strategic Outcome:
1. Equality between women and men is promoted and advanced in Canada
Program
1.1 – Leadership, Expertise and Advice
Program
1.2 – Advancing Equality for Women
Program
1.3 – Internal Services

Organizational Priorities

Priority	Type	Strategic Outcome
Addressing violence against women and girls	Ongoing	Equality between women and men is promoted and advanced in Canada

Description

Why is this a priority?

Violence against women and girls continues at high rates. It causes harm to individuals, families and society and is associated with enormous economic impacts, estimated at almost $7 billion annually[1]. The government remains committed to addressing the serious problem of violence against women and girls.

Plans for Meeting the Priority

- Provide funding and professional assistance to organizations to carry out projects that address specific issues such as a lack of participation of men and boys in the solution to violence against women and girls;
- Work with other federal organizations, provinces and territories and civil society to address persistent and emerging issues; and
- Collaborate with key partners to develop and disseminate information on the nature, extent and impacts of violence against women and girls, building on the release of *Measuring Violence against Women: Statistical Trends* and new SWC web content in this area.

Priority	Type	Strategic Outcome
Increasing representation of women in leadership roles	Ongoing	Equality between women and men is promoted and advanced in Canada

Description

Why is this a priority?

In Canada, women continue to assume leadership roles in growing numbers. However, further efforts are still needed to close existing gaps in public and private institutions.

Plans for Meeting the Priority

- Provide funding and professional assistance to organizations to support projects that encourage women's and girls' participation in leadership and decision-making roles;
- Advance understanding of the benefits of women's leadership in business and democratic life, and examine and exchange knowledge with key partners, at the provincial and territorial levels, about ways to remove barriers to women's representation in leadership roles; and
- Support ministerial leadership and collaboration with the private and public sectors to promote women's participation on corporate boards, as committed to in Canada's Economic Action Plan 2012, which announced the creation of an Advisory Council for Women on Boards.

... continued

Priority	Type	Strategic Outcome
Strengthening implementation of Gender-based Analysis Plus (GBA+)	Ongoing	Equality between women and men is promoted and advanced in Canada

Description

Why is this a priority?

The Government of Canada is committed to applying GBA+ to the design of policies, programs and initiatives to ensure they are inclusive and reflective of the realities of diverse women, men, boys and girls in Canada. SWC plays a leadership role in supporting federal organizations to integrate gender and diversity considerations into their decision-making processes, thereby ensuring the development of inclusive and responsive legislation, policies and programs.

Plans for Meeting the Priority

- Lead implementation of the Departmental Action Plan on Gender-based Analysis, supporting participating departments and agencies in developing and implementing frameworks for applying GBA+.

Priority	Type	Strategic Outcome
Empowering girls to realize their potential	Previously committed	Equality between women and men is promoted and advanced in Canada

Description

Why is this a priority?

Girls in Canada are strong and resilient. They are well positioned to achieve their potential and to contribute to their communities given their overall success in school. However, they are more likely than boys to be victims of family violence; to experience a greater decline in self-esteem as they enter adolescence; and to be victims of bullying. Concerted effort is needed to remove these barriers and enable girls to realize their full potential.

Plans for Meeting the Priority

- Work with partners to inspire greater awareness of the issues and challenges facing girls, and in so doing, inform the development and delivery of policies and programs that respond to girls' unique needs.

Priority	Type	Strategic Outcome
Modernizing programs and services for Canadians	Previously committed	Equality between women and men is promoted and advanced in Canada

Description

Why is this a priority?

Through continuous innovation and transformation, SWC seeks to ensure efficiency, accountability and effective allocation of resources to achieve results.

Plans for Meeting the Priority

- Implement information management initiatives to safeguard SWC's information as a strategic asset; and
- Continue to enhance the Women's Program management and accountability to achieve better results and greater impact.

Risk Analysis

SWC continues to monitor its planning and operating environments to ensure that its policy and program interventions remain effective, it continues to respond to the needs of women and girls and its efforts have maximum impact across Canada.

Planning Context

In Canada, the foundations of equality for women and girls remain strong. Data from sources such as *Women in Canada: A Gender-based Statistical Report 6th Edition (2010–11)* show steady progress toward equality for women and girls and reveal areas where further progress is required, including but not limited to:

- ***Violence:*** There has been steady progress in Canada's response to this complex issue. However, women are still more likely than men to experience family and intimate partner violence, with young women and Aboriginal women at a particularly high risk. Women make up almost 90 per cent of all victims of sexual assaults reported to the police, with girls more than four times as likely as boys to be a victim of a sexual offence committed by a family member. Therefore, it is imperative that efforts continue to address the root causes of violence against women and girls.
- ***Leadership:*** Women continue to assume leadership positions in Canada. Today, Canada has women premiers in six of its provinces and territories while in Parliament women make up 24.7 per cent of elected officials, an increase from previous elections[2]. However, women remain under-represented in decision making roles in key areas. For example, as of May 2011, women represented only 16 per cent of mayors; 25 per cent of city councilors and held merely 14.4 per cent of board seats in the Financial Post 500 firms.
- ***Economic Security and Prosperity:*** Women have made advances in improving their economic security and prosperity. In 2009, women comprised 51.2 per cent of business and financial professionals, up from 38.3 per cent in 1987. In 2007, while 47 per cent of Canadian small and medium-sized enterprises (SMEs) were wholly or partly owned by women, only 16 per cent of these SMEs were majority owned by women.[3] More needs to be done to ensure women's contributions to the economy are maximized.

Operating Environment

SWC faces the same challenges in delivering on horizontal files as other small organizations. As such, the agency needs to focus its efforts to best serve Canadians. In 2013–14, the agency will use its Corporate Risk Profile to manage potential risks and ensure effective implementation of its

organizational priorities, achievement of its planned results and progress toward its strategic outcome.

Planning Summary

Financial Resources (Planned Spending — $ millions)

Total Budgetary Expenditures (Main Estimates) 2013–2014	Planned Spending 2013–2014	Planned Spending 2014–2015	Planned Spending 2015–2016
29.6	29.6	29.7	29.6

Human Resources (Full-Time Equivalents – FTEs)

2013–2014	2014–2015	2015–2016
96	96	96

Planning Summary Table*

Program	Actual Spending 2010–2011	Actual Spending 2011–2012	Forecast Spending 2012–2013	Planned Spending 2013–2014	Planned Spending 2014–2015	Planned Spending 2015–2016	Alignment to Government of Canada Outcomes
Strategic Outcome: Equality between women and men is promoted and advanced in Canada							
Leadership, expertise and advice	N/A	N/A	N/A	2.1	2.2	2.2	Government affairs: A transparent, accountable and responsive federal government[4]
Advancing equality for women	N/A	N/A	N/A	24.3	24.3	24.2	Economic affairs: Income security and employment for Canadians[5]

... continued

Strategic Outcome: Equality for women and their full participation in the economic, social and democratic life of Canada							
Strategic policy analysis, planning and development	2.0	2.0	1.9	N/A	N/A	N/A	Government affairs: A transparent, accountable and responsive federal government
Women's participation in Canadian society	22.7	21.6	24.4	N/A	N/A	N/A	Economic affairs: Income security and employment for Canadians
Subtotal	**24.7**	**23.6**	**26.3**	**26.4**	**26.5**	**26.4**	

* Due to changes in SWC's Program Alignment Architecture for 2013–14 and future years, the breakdown of actual spending by Program for 2010–11 and 2011–12 reflects a different architecture.

Planning Summary Table for Internal Services ($ millions)

Program	Actual Spending 2010–2011	Actual Spending 2011–2012	Forecast Spending 2012–2013	Planned Spending 2013–2014	Planned Spending 2014–2015	Planned Spending 2015–2016
Internal Services*	5.5	5.8	4.0	3.2	3.2	3.2
Subtotal	**5.5**	**5.8**	**4.0**	**3.2**	**3.2**	**3.2**

* Planned spending within Internal Services is less than in previous years due to changes in the Program Alignment Architecture for 2013–14.

Planning Summary Total ($ millions)

Strategic Outcome Programs and Internal Services	Actual Spending 2010–2011	Actual Spending 2011–2012	Forecast Spending 2012–2013	Planned Spending 2013–2014	Planned Spending 2014–2015	Planned Spending 2015–2016
Total	30.2	29.4	30.3	29.6	29.7	29.6

Expenditure Profile

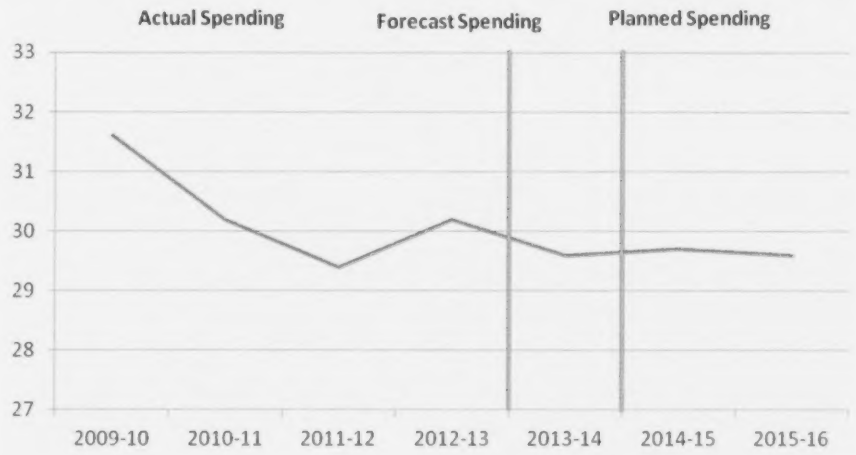
Actual spending from 2009–10 to 2011–12 includes all Parliamentary appropriations: Main Estimates, Supplementary Estimates and transfers from Treasury Board such as the operating budget carry forward adjustment.

2009–10 actual spending was at its highest due to re-profiled transfer payment funding from fiscal year 2008–09.

2012–13 forecast spending increased as SWC received $250,000 as part of the Government Advertising Plan for 2012–13 to support an Internet search optimization strategy for a website.

For fiscal years 2013–14 to 2015–16, total spending corresponds to planned spending as supplementary funding remains unknown.

Departmental Spending Trend



Estimates by Vote

For information on our organizational appropriations, please see the 2013–14 Main Estimates publication[6].

Contribution to the Federal Sustainable Development Strategy

SWC will consider the environmental effects of initiatives subject to the *Cabinet Directive on the Environmental Assessment of Policy, Plan and Program Proposals*. In 2013–14, SWC has no plans to develop any policy, plan or program proposal requiring the production of a public statement. The *Cabinet Directive on the Environmental Assessment of Policy, Plan and Program Proposals* may be found at http://www.ceaa.gc.ca/default.asp?Lang=En&n=B3186435-1.

Section II: Analysis of Programs by Strategic Outcome

Strategic Outcome:

Equality between women and men is promoted and advanced in Canada

The agency's two programs, discussed below, are designed to achieve results that are not only complementary but also contribute to the achievement of or progress toward this strategic outcome.

Program
1.1 – Leadership, Expertise and Advice

Program Description

Canada, in line with domestic and international instruments, has committed to advancing gender equality. SWC promotes public understanding about the status of women in Canada and encourages Canadians to engage in efforts to advance equality between women and men. Communications activities form a key aspect of this Program and commemorate important dates such as Women's History Month and the Persons Day.

To further advance gender equality, the government requires federal organizations to take gender considerations into account in legislation, policies and programs. By providing information, tools, training and expert advice, SWC plays a lead role in building the capacity of federal organizations to use Gender-based Analysis Plus (GBA+). GBA+ informs decision-making and increases the likelihood that legislation, policies and programs meet the needs of diverse groups of women and men.

SWC also provides strategic policy analysis and advice and acts as a knowledge broker to support federal organizations and other stakeholders in advancing equality for women and girls. In addition, SWC explores gaps and emerging issues that continue to affect the status of women and girls in Canada.

This is mainly done in collaboration with other federal organizations, provinces, territories and civil society.

Financial Resources ($ millions)

Total Budgetary Expenditures (Main Estimates) 2013–2014	Planned Spending 2013–2014	Planned Spending 2014–2015	Planned Spending 2015–2016
2.1	2.1	2.2	2.2

Human Resources (Full-Time Equivalents – FTEs)

2013–2014	2014–2015	2015–2016
17	17	17

Program Expected Results

Result	Performance Indicator	Target
Through SWC leadership, key stakeholders have access to advice and information to address issues relating to equality between women and men and boys and girls	Number of SWC-led interventions* that provide advice and information	5
Through the provision of SWC expertise, federal government officials and key stakeholders have an increased knowledge of Gender-based Analysis Plus (GBA+)	Percentage of respondents that indicate their knowledge of GBA+ has increased following GBA+ training/events	70 per cent
Canadian media reports on contributions made by SWC towards advancing equality for women and girls	Percentage of SWC-led initiatives that result in media reports	20 per cent

* Interventions include activities that are often long-term and may require significant preparation, human and financial resources. Activities may include disseminating knowledge; facilitating dialogue; leading action on SWC priorities; and advice, collaboration and external relations to advance SWC and federal priorities.

Planning Highlights

In carrying out this Program, SWC plays the role of knowledge broker, providing advice, expertise, recommendations and collaboration on horizontal initiatives that address gender equality issues. The objective is to ensure gender is taken into account as a cross-cutting theme in decision-making processes, including policy and program development, resource allocation, legislative initiatives and others.

In 2013–14, the priorities identified in Section I of this report will be implemented. As well, SWC will continue to work with federal partners to: i) identify gaps in policy and programming, ii) develop responsive, inclusive policies, and iii) promote the collection of sex-disaggregated data to create benchmarks and to inform the setting of targets.

Addressing Violence Against Women and Girls: In partnership with key stakeholders, SWC has identified a number of emerging issues to be addressed during the planning year such as: the engagement of men and boys in violence prevention, violence committed in the name of "honour" and forced marriage. The agency will explore opportunities for collaboration with key partners to address emerging as well as persistent issues in areas such as prevention of violence against women and girls.

SWC will continue to work with Federal-Provincial-Territorial (FPT) Ministers Responsible for the Status of Women and other federal organizations to share evidence on the nature, extent and impacts of

violence against women and girls. This information is essential to the policy, programmatic and legislative efforts of different orders of government and civil society as they continue to address gender-based violence. SWC will enhance its web-based resources to demonstrate the economic and social costs of gender-based violence and to create public awareness about the different ways that Canadians can participate to end violence against women and girls in Canada.

Increasing Representation of Women in Leadership Roles: SWC will continue to highlight the benefits of women's leadership in business and democratic life. At the same time, the agency will exchange knowledge and strategies with key provincial, territorial and other partners to encourage and champion women to assume leadership roles in private and public institutions.

In addition, the agency will support the Minister on implementing the Economic Action Plan 2012 commitment to create an Advisory Council for Women on Boards. SWC will develop approaches to progress on recommendations made by members of the Council, comprised of leaders from the private and public sectors, which will advise the Minister on how to promote the increased participation of women on corporate boards.

Empowering Girls to Realize Their Potential: In implementing this priority, SWC will assist girls in Canada to increase their economic prospects and leadership abilities. This will be done by working with key partners to inform the development of policies and delivery of services that respond to the needs of girls in Canada.

On the international stage, SWC will continue to advance government priorities based on its domestic expertise, and will work in partnership with federal departments responsible for international affairs. Also, the agency will collaborate with federal organizations, FPT partners, academic institutions, civil society and others to fulfill Canada's international obligations with respect to gender equality.

Strengthening Implementation of Gender-Based Analysis Plus (GBA+): SWC's expertise and its role in increasing knowledge of Gender-based Analysis Plus (GBA+) among federal government officials and key stakeholders are crucial to implementing this priority.

In 2013-14, SWC will continue to lead implementation of the *Departmental Action Plan on Gender-based Analysis* (Action Plan) in collaboration with the Privy Council Office (PCO) and the Treasury Board Secretariat (TBS). The Action Plan will enter its fourth phase in 2013–14, continuing to provide targeted support to participating departments and agencies in implementing sustainable GBA+ frameworks, which integrate gender and diversity analysis into departmental policies, programs and legislative initiatives. The Action Plan also serves to increase awareness of accountabilities related to GBA+ implementation and results, which rest with individual departments and agencies.

SWC will continue to provide advice, training, tools and technical expertise to develop GBA+ capacity, and strengthen interdepartmental support networks. Focus will be placed on promoting online training tools, which are available on SWC's website and which provide a foundation for GBA+ across government. These online tools will be further refined to broaden their applicability to stakeholders across diverse sectors and regions.

The agency will also provide GBA+ support to stakeholders outside the federal government, as needed.

Engaging Canadians through Communication Activities: In 2013–14, SWC will continue to promote greater awareness among Canadians of issues relating to the status of women and girls as well as the importance of commemorative dates such as Women's History Month and International Women's Day.

SWC will strengthen its efforts to engage Canadians by reaching out to new audiences such as young Canadians. For example, one of the highlights of the first *International Day of the Girl* was the naming of a Youth Ambassador to assist in promoting and celebrating the Day. Building on that momentum, SWC will develop innovative new communications approaches, while applying more traditional, proven methods. In addition, it will continue to diversify and broaden its communications reach through the sharing of success stories of SWC-funded projects throughout Canada.

Program 1.2 – Advancing Equality for Women

Program Description

Through this Program, SWC supports action and innovation by investing in initiatives that work to bring about equality between women and men. The Program provides grant and contribution funding to organizations to support community-based action that will lead to equality in communities across Canada. Funded projects occur at the national, regional, and local levels and work to help create conditions for success for women in Canada.

Projects address the economic and social situation of women and their participation in democratic life. They are diverse in nature and scope and apply a variety of approaches and strategies to address the complexity of the issues affecting women. Specifically, the Program invests in projects that incorporate gender considerations, and increase and strengthen access to a range of opportunities, supports, information, resources and services, tools, etc. Projects work with stakeholders such as: women's and community organizations, public institutions and the private sector.

The Program also facilitates collaboration, networking and partnerships that promote equality and the advancement of women in Canada. SWC facilitates networking; develops partnerships where needed to address horizontal

issues impacting women and girls; shares knowledge; and assists organizations working to advance women's equality to gain access to expertise, resources, and tools.

Financial Resources ($ millions)

Total Budgetary Expenditures (Main Estimates) 2013–2014	Planned Spending 2013–2014	Planned Spending 2014–2015	Planned Spending 2015–2016
24.3	24.3	24.3	24.2

Human Resources (Full-Time Equivalents – FTEs)

2013–2014	2014–2015	2015–2016
34	34	34

Program Expected Results

Result	Performance Indicator	Target
Women and communities have access to supports to address issues relating to equality between women and men.	Percentage of projects that generate supports (e.g. resources, tools)	50 per cent
Communities and stakeholders have access to opportunities to advance equality between women and men.	Percentage of projects that facilitate opportunities (e.g. partnerships, networks, strategies)	50 per cent

Planning Highlights

Through this Program, SWC provides financial and professional assistance to organizations to carry out projects that promote equality and the advancement of women and girls at local, regional and national levels. Projects address the economic and social situation of women and girls and their participation in democratic life. There are three priority areas: improving women's and girls' economic security and prosperity; ending violence against women and girls; and supporting the advancement and increased representation of women in leadership and decision-making roles.

SWC will continue to invest strategically, focusing on areas where there is a clear potential for improvement in the lives of women and girls in Canada. Through partnerships and community involvement, SWC increases the sustainability of its project investments. In 2013–14, SWC will carry out the following activities to implement the priorities identified in Section I of this report.

Addressing Violence Against Women and Girls: SWC will give special consideration to projects that target specific issues such as the root causes of violence against women and girls. The agency will continue to develop and strengthen partnerships and support networks and, where possible, will

work horizontally with other federal departments to address violence against women and girls.

Increasing Representation of Women in Leadership Roles: SWC will work to identify funding opportunities that support innovative or proven strategies to increase women's representation in leadership and decision-making roles.

In its role as knowledge broker, the agency will examine and further develop its knowledge management and dissemination strategy to leverage programming expertise in its three priority areas. As implementation of the strategy moves forward, increased attention will be paid to strengthening the capacity of the Women's Program to promote and create opportunities for knowledge sharing. In particular, the Program will continue to facilitate organizations' and stakeholders' access to the expertise they need to advance more effectively gender equality, and will facilitate networking among groups with a shared goal.

Program
1.3 – Internal Services

Program Description

Internal Services are groups of related activities and resources that are administered to support the needs of programs and other corporate obligations of an organization. These groups are: Management and Oversight Services; Communications Services; Legal Services; Human Resources Management Services; Financial Management Services; Information Management Services; Information Technology Services; Real Property Services; Materiel Services; Acquisition Services; and Other Administrative Services. Internal Services include only those activities and resources that apply across an organization and not to those provided specifically to a program.

Financial Resources ($ millions)

Total Budgetary Expenditures (Main Estimates) 2013–2014	Planned Spending 2013–2014	Planned Spending 2014–2015	Planned Spending 2015–2016
3.2	3.2	3.2	3.2

Human Resources (Full-Time Equivalents – FTEs)

2013–2014	2014–2015	2015–2016
45	45	45

Planning Highlights

Modernizing Programs and Services for Canadians: In 2013–14, SWC will continue to implement information management initiatives to safeguard the agency's information as a strategic asset and to maximize its value in the service of Canadians.

Section III: Supplementary Information

Financial Highlights

The future-oriented financial highlights presented within this section of the RPP are intended to serve as a general overview of SWC's financial operations. They are prepared on an accrual basis to strengthen accountability and improve transparency and financial management.

SWC is financed by the Government of Canada through Parliamentary authorities. Financial reporting of authorities provided to SWC does not parallel financial reporting according to generally accepted accounting principles since authorities are primarily based on cash flow requirements. Consequently, items forecast in the consolidated future-oriented statement of operations are not necessarily the same as those forecast through authorities from Parliament. A reconciliation of forecast authorities available (based on RPP forecast/planned spending amounts) and the forecast net cost of operations is set out in Note 5 of the organization's future-oriented financial statements.

Future-Oriented Condensed Statement of Operations and Departmental Net Financial Position for the Year Ended March 31

		($ thousands) Forecast	
	$ Change	2013–2014	2012–2013
Total expenses	(109)	31,116	31,225
Total revenues			
Net cost of operations before government funding and transfers	(109)	31,116	31,225
Departmental net financial position	**(64)**	**(991)**	**(927)**

Future-Oriented Condensed Statement of Financial Position for the Year Ended March 31

	($ thousands) Forecast	
	$ Change	2013–2014	2012–2013
Total net liabilities	21	5,512	5,491
Total net financial assets	(10)	4,437	4,447
Departmental net debt	31	1,075	1,044
Total non-financial assets	(33)	84	117
Departmental net financial position	**(64)**	**(991)**	**(927)**

Future-Oriented Financial Statements

Information on future-oriented financial statements can be found on SWC's website at http://www.swc-cfc.gc.ca/account-resp/pr/fin/index-eng.html.

List of Supplementary Information Tables

All electronic supplementary information tables listed in the 2013–14 *Report on Plans and Priorities* can be found on SWC's website[7].

Tax Expenditures and Evaluations Report

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance publishes cost estimates and projections for these measures annually in the *Tax Expenditures and Evaluations* publication. The tax measures presented in the *Tax Expenditures and Evaluations* publication are the sole responsibility of the Minister of Finance[8].

Section IV: Other Items of Interest

More information on SWC's activities is available on the agency's website: http://www.swc-cfc.gc.ca/index-eng.html.

General Information

Status of Women Canada can be contacted in any one of the following ways:

Mail:
Status of Women Canada
123 Slater Street
10th Floor
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Telephone:
Toll-free: 1-855-969-9922
Local: 613-995-7835
TTY: 613-996-1322

Fax:
613-947-0761

e-Mail:
Media enquiries and commemorative events:
communications@swc-cfc.gc.ca

Women's Program:
wpppf@swc-cfc.gc.ca

Online:
SWC's online feedback form is available at:
http://www.swc-cfc.gc.ca/contact/com-eng.html

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Endnotes

1 http://utpjournals.metapress.com/content/f7567545n6h24r0u/fulltext.pdf.

2 http://www.parl.gc.ca/Parlinfo/lists/Members.aspx?Parliament=0d5d5236-70f0-4a7e-8c96-68f985128af9&Riding=&Name=&Party=&Province=&Gender=F&New=False&Current=True&Picture=False&Language=E.

3 http://publications.gc.ca/collections/collection_2010/ic/Iu185-4-2009-eng.pdf.

4 http://www.tbs-sct.gc.ca/ppg-cpr/descript-eng.aspx#bm04.

5 http://www.tbs-sct.gc.ca/ppg-cpr/descript-eng.aspx#bm01.

6 http://www.tbs-sct.gc.ca/ems-sgd/esp-pbc/me-bpd-eng.asp.

7 http://www.swc-cfc.gc.ca/account-resp/pr/rpp/1314/index-eng.html.

8 http://www.fin.gc.ca/purl/taxexp-eng.asp.